

The Flying Badger

440th Airlift Wing, General Mitchell ARS, Milwaukee Wisconsin

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Desert Update: 440th Deployed
see pages 4-5



Photo by Senior Airman Denise Quasius

440th members return from Kuwait, part of an initiative to keep morale high by rotating airmen in and out of the desert.

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Citizen Airmen, a proud tradition

Lt. Col. John Flournoy Jr.
440th Operations Group Commander

Go back in time and put yourself in the shoes of Col. Joshua Lawrence Chamberlain, commander of the 20th Regiment of Infantry, Maine Volunteers, and any number of citizen soldiers who joined that Union regiment in the Fall of 1862. Many historians believe that the Battle of Gettysburg was the turning point of the Civil War in favor of the Union army. Chamberlain and the men of the 20th Maine Volunteers are revered by many as heroes of the Battle of Gettysburg. They courageously fought for and held the far left end of the Union battle line and thwarted the Confederate attempts to take possession of Little Round Top. The gallant efforts of the members of the 20th Maine will go down in history as actions that helped save the Union and made possible the way of life we enjoy today.

The members of the 20th Maine came from a variety of backgrounds. Chamberlain was a professor of rhetoric at Bowdoin University before joining the regiment. His regiment was made up of farmers, shop clerks, woodsmen, and sailors. They all joined for a number of different reasons. As Chamberlain said, "Some of us volunteered to fight for union. Some came in mainly because they were bored at home and this looked like it might be fun. Some came because we were ashamed not to. Many of us came...because it was the right thing to do."

What do Chamberlain's comments have to do with the 440th, you ask? The 440th Airlift Wing has a long, proud tradition of citizen airmen volunteering to join for the exact same reasons and from many different backgrounds. You teachers, students, police officers, electricians, airline pilots, firefighters and any number of other individuals representing your occupations can be proud in knowing that the sacrifices you make today are changing the face of history. The



Lt. Col. "J." Flournoy

strength of our democratic way of life is evident in the fact that the members of today's armed forces are serving to protect the same freedoms as those that have been fought for over the history of this great country.

Chamberlain stated it best just prior to going into battle at Gettysburg, "This is a different kind of army. If you look at history you'll see men fight for land, or because the king makes them, or just because they like killing. We're an army going out to set other men free."

The war on terrorism is no different. If we do not win this battle then our way of life as we know it will never be the same. Just as Colonel Chamberlain was proud of the citizens of Maine who joined in the fight for freedom; your families, the members of your communities and the leadership of the 440th Airlift Wing are proud of your choice to serve. "We have to move out."

440th Public Affairs team earns top AFRC awards

The 440th Airlift Wing's Public Affairs Office won three major awards in the 2003 AFRC Public Affairs Achievement Awards competition: Director's Excellence Award - Host Wing, Director's Excellence Award - Media Relations and Director's Excellence Award - Community Relations. Additionally, Maj. Ann Knabe was named the top Field Grade Public Affairs officer.

The team was recognized for its community relations work and measurable results in several high-profile programs, including the Harley-Davidson Statement of Support Signing and the wing's first Elected Official Day. Both programs involved extensive planning and coordination.

The office also secured a record number of signatures from employers and elected officials

symbolizing their commitment to guard and reserve members. The PA team was also recognized for its extremely proactive media relations program that involved many new approaches to sharing the 440th mission with the community through TV, radio and newspaper. A record number of stories, photos and images were featured in local media. Coverage featured deploying reservists and units that were returning home.

The unit newspaper, the Flying Badger, earned second place in the magazine category of AFRC's annual media contest. The high placing followed implementation of a "new look" in design in the Flying Badger. Senior Airman Denise Quasius is the current editor, and Staff Sgt. Steve Staedler is the immediate past editor.

NEWS

DRILL PAY (EFFECTIVE JANUARY 1, 2004)															
Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 24	Over 26
W-5												5,360.70	5,544.30	5,728.80	5,914.20
1 Drill												178.69	184.81	190.96	197.14
4 Drills												714.76	739.24	763.84	788.56
W-4	3,119.40	3,355.80	3,452.40	3,547.20	3,710.40	3,871.50	4,035.00	4,194.30	4,359.00	4,617.30	4,782.60	4,944.30	5,112.00	5,277.00	5,445.90
1 Drill	103.98	111.86	115.08	118.24	123.68	129.05	134.50	139.81	145.30	153.91	159.42	164.81	170.40	175.90	181.53
4 Drills	415.92	447.44	460.32	472.96	494.72	516.20	538.00	559.24	581.20	615.64	637.68	659.24	681.60	703.60	726.12
W-3	2,848.80	2,967.90	3,089.40	3,129.30	3,257.10	3,403.20	3,595.80	3,786.30	3,988.80	4,140.60	4,291.80	4,356.90	4,424.10	4,570.20	4,716.30
1 Drill	94.96	98.93	102.98	104.31	108.57	113.44	119.86	126.21	132.96	138.02	143.06	145.23	147.47	152.34	157.21
4 Drills	379.84	395.72	411.92	417.24	434.28	453.76	479.44	504.84	531.84	552.08	572.24	580.92	589.88	609.36	628.84
W-2	2,505.90	2,649.00	2,774.10	2,865.30	2,943.30	3,157.80	3,321.60	3,443.40	3,562.20	3,643.80	3,712.50	3,843.00	3,972.60	4,103.70	4,103.70
1 Drill	83.53	88.30	92.47	95.51	98.11	105.26	110.72	114.78	118.74	121.46	123.75	128.10	132.42	136.79	136.79
4 Drills	334.12	353.20	369.88	382.04	392.44	421.04	442.88	459.12	474.96	485.84	495.00	512.40	529.68	547.16	547.16
W-1	2,212.80	2,394.00	2,515.20	2,593.50	2,802.30	2,928.30	3,039.90	3,164.70	3,247.20	3,321.90	3,443.70	3,535.80	3,535.80	3,535.80	3,535.80
1 Drill	73.76	79.80	83.84	86.45	93.41	97.61	101.33	105.49	108.24	110.73	114.79	117.86	117.86	117.86	117.86
4 Drills	295.04	319.20	335.36	345.80	373.64	390.44	405.32	421.96	432.96	442.92	459.16	471.44	471.44	471.44	471.44
E-9							3,769.20	3,854.70	3,962.40	4,089.30	4,216.50	4,421.10	4,594.20	4,776.60	5,054.70
1 Drill							125.64	128.49	132.08	136.31	140.55	147.37	153.14	159.22	168.49
4 Drills							502.56	513.96	528.32	545.24	562.20	589.48	612.56	636.88	673.96
E-8						3,085.50	3,222.00	3,306.30	3,407.70	3,517.50	3,715.50	3,815.70	3,986.40	4,081.20	4,314.30
1 Drill						102.85	107.40	110.21	113.59	117.25	123.85	127.19	132.88	136.04	143.81
4 Drills						411.40	429.60	440.84	454.36	469.00	495.40	508.76	531.52	544.16	575.24
E-7	2,145.00	2,341.20	2,430.60	2,549.70	2,642.10	2,801.40	2,891.10	2,980.20	3,139.80	3,219.60	3,295.50	3,341.70	3,498.00	3,599.10	3,855.00
1 Drill	71.50	78.04	81.02	84.99	88.07	93.38	96.37	99.34	104.66	107.32	109.85	111.39	116.60	119.97	128.50
4 Drills	286.00	312.16	324.08	339.96	352.28	373.52	385.48	397.36	418.64	429.28	439.40	445.56	466.40	479.88	514.00
E-6	1,855.50	2,041.20	2,131.20	2,218.80	2,310.00	2,516.10	2,596.20	2,685.30	2,763.30	2,790.90	2,809.80	2,809.80	2,809.80	2,809.80	2,809.80
1 Drill	61.85	68.04	71.04	73.96	77.00	83.87	86.54	89.51	92.11	93.03	93.66	93.66	93.66	93.66	93.66
4 Drills	247.40	272.16	284.16	295.84	308.00	335.48	346.16	358.04	368.44	372.12	374.64	374.64	374.64	374.64	374.64
E-5	1,700.10	1,813.50	1,901.10	1,991.10	2,130.60	2,250.90	2,339.70	2,367.90	2,367.90	2,367.90	2,367.90	2,367.90	2,367.90	2,367.90	2,367.90
1 Drill	56.67	60.45	63.37	66.37	71.02	75.03	77.99	78.93	78.93	78.93	78.93	78.93	78.93	78.93	78.93
4 Drills	226.68	241.80	253.48	265.48	284.08	300.12	311.96	315.72	315.72	315.72	315.72	315.72	315.72	315.72	315.72
E-4	1,558.20	1,638.30	1,726.80	1,814.10	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50	1,891.50
1 Drill	51.94	54.61	57.56	60.47	63.05	63.05	63.05	63.05	63.05	63.05	63.05	63.05	63.05	63.05	63.05
4 Drills	207.76	218.44	230.24	241.88	252.20	252.20	252.20	252.20	252.20	252.20	252.20	252.20	252.20	252.20	252.20
E-3	1,407.00	1,495.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50	1,585.50
1 Drill	46.90	49.85	52.85	52.85	52.85	52.85	52.85	52.85	52.85	52.85	52.85	52.85	52.85	52.85	52.85
4 Drills	187.60	199.40	211.40	211.40	211.40	211.40	211.40	211.40	211.40	211.40	211.40	211.40	211.40	211.40	211.40
E-2	1,337.70														
1 Drill	44.59														
4 Drills	178.36														
E-1 (Amos ACDU+)															
1 Drill															
4 Drills															

DRILL PAY (Effective January 1, 2004)															
Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 24	Over 26
O-7	6,440.70	6,739.80	6,878.40	6,988.50	7,187.40	7,384.20	7,611.90	7,839.00	8,066.70	8,781.90	9,386.10	9,386.10	9,386.10	9,386.10	9,433.50
1 Drill	214.69	224.66	229.28	232.95	239.58	246.14	253.73	261.30	268.89	292.73	312.87	312.87	312.87	312.87	314.45
4 Drills	858.76	898.64	917.12	931.80	958.32	984.56	1,014.92	1,045.20	1,075.56	1,170.92	1,251.48	1,251.48	1,251.48	1,251.48	1,257.80
O-6	4,773.60	5,244.30	5,588.40	5,588.40	5,609.70	5,850.00	5,882.10	5,882.10	6,216.30	6,807.30	7,154.10	7,500.90	7,698.30	7,897.80	8,285.40
1 Drill	159.12	174.81	186.28	186.28	186.99	195.00	196.07	196.07	207.21	226.91	238.47	250.03	256.61	263.26	276.18
4 Drills	636.48	699.24	745.12	745.12	747.96	780.00	784.28	784.28	828.84	907.64	953.88	1,000.12	1,026.44	1,053.04	1,104.72
O-5	3,979.50	4,482.90	4,793.40	4,851.60	5,044.80	5,161.20	5,415.90	5,602.80	5,844.00	6,213.60	6,389.70	6,563.40	6,760.80	6,760.80	6,760.80
1 Drill	132.65	149.43	159.78	161.72	168.16	172.04	180.53	186.76	194.80	207.12	212.99	218.78	225.36	225.36	225.36
4 Drills	530.60	597.72	639.12	646.88	672.64	688.16	722.12	747.04	779.20	828.48	851.96	875.12	901.44	901.44	901.44
O-4	3,433.50	3,974.70	4,239.90	4,299.00	4,545.30	4,809.30	5,137.80	5,394.00	5,571.60	5,673.60	5,733.00	5,733.00	5,733.00	5,733.00	5,733.00
1 Drill	114.45	132.49	141.33	143.30	151.51	160.31	171.26	179.80	185.72	189.12	191.10	191.10	191.10	191.10	191.10
4 Drills	457.80	529.96	565.32	573.20	606.04	641.24	685.04	719.20	742.88	756.48	764.40	764.40	764.40	764.40	764.40
O-3	3,018.90	3,422.40	3,693.90	4,027.20	4,220.10	4,431.60	4,568.70	4,794.30	4,911.30	4,911.30	4,911.30	4,911.30	4,911.30	4,911.30	4,911.30
1 Drill	100.63	114.08	123.13	134.24	140.67	147.72	152.29	159.81	163.71	163.71	163.71	163.71	163.71	163.71	163.71
4 Drills	402.52	456.32	492.52	536.96	562.68	590.88	609.16	639.24	654.84	654.84	654.84	654.84	654.84	654.84	654.84
O-2	2,608.20	2,970.60	3,421.50	3,537.00	3,609.90	3,609.90	3,609.90	3,609.90	3,609.90	3,609.90	3,609.90	3,609.90	3,609.90	3,609.90	3,609.90
1 Drill	86.94	99.02	114.05	117.90	120.33	120.33	120.33	120.33	120.33	120.33	120.33	120.33	120.33	120.33	120.33
4 Drills	347.76	396.08	456.20	471.60	481.32	481.32	481.32	481.32	481.32	481.32	481.32	481.32	481.32	481.32	481.32
O-1	2,264.40	2,356.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50	2,848.50
1 Drill	75.48	78.55	94.95	94.95	94.95	94.95	94.95	94.95	94.95	94.95	94.95	94.95	94.95	94.95	94.95
4 Drills	301.92	314.20	379.80	379.80	379.80	379.80	379.80	379.80	379.80	379.80	379.80	379.80	379.80	379.80	379.80
O-3E				4,027.20	4,220.10	4,431.60	4,568.70	4,794.30	4,984.20	5,092.80	5,241.30	5,241.30	5,241.30	5,241.30	5,241.30
1 Drill				134.24	140.67	147.72	152.29	159.81	166.14	169.76	174.71	174.71	174.71	174.71	174.71
4 Drills				536.96	562.68	590.88	609.16	639.24	664.56	679.04	698.84	698.84	698.84	698.84	698.84
O-2E				3,537.00	3,609.90	3,724.80	3,918.60	4,068.60	4,180.20	4,180.20	4,180.20	4,180.20	4,180.20	4,180.20	4,180.20
1 Drill				117.90	120.33	124.16	130.62	135.62	139.34	139.34	139.34	139.34	139.34	139.34	139.34
4 Drills				471.60	481.32	496.64	522.48	542.48	557.36	557.36	557.36	557.36	557.36	557.36	557.36
O-1E				2,848.50	3,042.30	3,154.50	3,269.40	3,382.20	3,537.00	3,537.00	3,537.00	3,537.00	3,537.00	3,537.00	3,537.00
1 Drill				94.95	101.41	105.15	108.98	112.74	117.90	117.90	117.90	117.90	117.90	117.90	117.90
4 Drills				379.80	405.64	420.60	435.92	450.96	471.60	471.60	471.60	471.60	471.60	471.60	471.60

Memoirs from the war

Deployed loadmaster reflects on desert duty

by Senior Master Sgt. Mark Koenig
95th Airlift Squadron loadmaster, deployed

After almost a month, we've all pretty much fallen into our routines. We fly, we come back sweaty and smelly, we sleep, we eat, we do laundry, and we take care of each other.

I'm busy almost every day with some of the youngsters here who need a little more attention than some of the more seasoned folks. This is their first long-term deployment and it's hard for them. My primary concern is that, they are always ready to fly the missions, no matter what. They are good people and you would be proud of them. They just need to be reminded of the "big picture" from time to time.

The crews are becoming accustomed to combat flying operations. So far no complaints. The guys are really supporting one another and morale is high.

Thankfully there have been no major problems at home for anyone. That's what really hits the team hard. The family separation is hard enough, but when circumstances at home go bad, you can't do much about it. It drives you nuts. I tell you the real heroes in this thing are spouses like Mary. Think about all the stuff they have to put up with back home while we are gone. Thankfully, almost all of us have terrific support from friends and family, including members of the wing.

We're to the point where everyone has

been to all the "popular" Iraqi destinations and knows what to expect and where it might come from. The downing of the OH-58 helicopter last week was a surprise, however. It seems no matter how hard we all try, somebody gets it.

While we were at Baghdad a couple of days ago, we parked next to the C-130 that was bringing the pilot of the OH-58 home for the last time. Pitch dark under NVGs, they were loading the transfer case from a truck into the airplane. Hell of a way to go home.

On the lighter side we've had some interesting missions. We took David Letterman and Paul Shaffer up to Baghdad on Christmas Eve to see the troops. We took the President of Poland and his security entourage into Baghdad to visit his country's troops.

We also took Colin Quinn (from Saturday Night Live fame) up to Balad, Iraq on another USO gig. Please understand, when I say "we" I mean our unit. Personally, I haven't had the pleasure of one of these "milk runs" but the guys who flew them really enjoyed the missions. The Gatlin brothers did a USO show here just before Christmas. I heard it was a nice show. I was flying.

I did have the chance to go to Iran in December. It was our first noncombat mission in the region. First time I've ever been there. Our plane brought in 28,000 pounds of humanitarian relief supplies. We flew over to Kuwait International

Airport to load up. We landed in the town of Kerman, Iran after a two hour flight. It's the only usable airfield near the quake site; about 90 miles northwest of Bam, where the center of the quake was recorded.

The Iranian people, especially the younger folks, are receptive to Americans and Western ideals. It's tough for younger Iranians to see people in books and in newspapers around the world using computers, e-mail, and the internet while they hitch their Yak to a wagon and go to the mosque. We were the first Americans "officially" in their country since 1979. We stayed four hours, took plenty of "quality photos" for the "company," and hit the road for our two hour flight back to Kuwait. A very interesting Air Force day.

Operations here in Kuwait are growing. The Army plans to rotate all (140,000) people in Iraq between February and May. We just learned the Air Force is deploying more C-130s here. Three more units from the Air National Guard are joining us. There goes the neighborhood. That will make two full C-130 squadrons here. Over 30 airplanes and twice the crews. More tents are being put up every day. The lines at the chow hall, laundry, morale telephones, computers and post office will get longer. This is going to become a busy place for a while. The Navy Seabees are here and building stuff all over the installation. They want to get most of it done before the really warm weather gets here.

Today the temps are in the low-70s. At night it dips to the mid-50s. But it varies; some days are cooler and overcast. Believe it or not, we got rain one night each of the last two weeks.

Today is warm but with a foggy haze. Winter weather I guess. Up in Iraq it's cold. Near Mosul and Tikrit it dips below freezing sometimes. Highs in the mid-40s. But I don't think it will be that way for long. This place has all the makings of a giant oven during the summer months. I'm not planning on finding out, but ya never know.

In closing, thanks to all of you who have already helped our families back home. It makes a difference.

Maj. Andrew Kraff and Maj. Charles Osum, 95th Airlift Squadron, stationed in Kuwait, fly missions daily. Their loyal mascot (stuffed animal in the center) was donated by a local school.



photo submitted by deployed reservists

Baghdad by Night ... Kuwait by Day



(left) The city of Baghdad glows in the lens of a 95th aircrew member's night vision goggles. 440th aircrew and maintenance teams based in Kuwait are staffed so missions can be flown 24 hours a day, seven days a week. Typically, crews that fly together also share the same tent.

(below) Decked out in sunglasses and shorts, 440th reservists take a break in front of their "second home" at an airbase in Kuwait. Six to nine reservists sleep in each tent. The tents are heated and air-conditioned. During night time hours, the temperature drops as low as 40 degrees in the winter, and it gets all the way to the 60s during the day. During the summer months, reservists can expect to encounter desert temperatures almost twice as hot as winter months.

photos submitted by deployed reservists



Steppin' out, havin' a ball

Story and photos by Senior Airman Denise Quasius

The crowd's mood was somber as the 440th Honor Guard made their way to the front of the ballroom to prepare the POW/MIA table. As each item was placed upon the table, guests could not help but think of the 440th men and women who had been called upon to serve their country in Kuwait, men and women who would be unable to attend the 440th military ball because their presence was required elsewhere.

Steppin' Out With Family and Friends, the 440th military ball, provided reservists, civilian employees, community leaders and family members the opportunity to come together and celebrate the accomplishments of the 440th. The event recognized and pay tribute to those members who were thousands of miles away serving their country.

"With more than 300 of our members mobilized and more than 200 serving in Southwest Asia, we should be more aware of the sacrifices they, our brothers and sisters in arms, are making in supporting our nation's commitment to winning the global war on terrorism," said Wing Commander Col. Michael Smith.

The guest speaker of the event was the eighth Chief Master Sergeant of the Air Force, Ret. Chief Master Sgt. Sam E. Parish. Parish shared a message of patriotism and hope.



440th Airlift Wing members were 'Steppin Out' on the dance floor and dancing to the music of the U.S. Air Force Reserve's popular music group, Reserve Generation.

Reserve Generation, the band of the U.S. Air Force Reserve, provided the entertainment with upbeat music from the last decade.

A record number of enlisted members attended with their friends and family. The Air Force Sergeants Association, Reserve Officers Association and the wing's first sergeants

sponsored many of the guests. More than a dozen reservists were recognized as superior performers and award winners in the last year.

Senior Airman Cotey Jordan, 34th Aerial Port Squadron, and Tech. Sgt. Kyle Ott, 440th Security Forces Squadron, accepted the Sam Keene Memorial Scholarship.

Left - Retired Chief Master Sergeant of the Air Force Sam E. Parish stands with Airman Benjamin Danielson, 440th Medical Squadron. Danielson was the lowest ranking member in attendance at the ball. He was selected to receive a gold engraved pocket watch from Parish. Sometimes even the lowest rank has its privileges.

440th contracting employee 'gets published'

by Heidi Bultman

Lori Jansen, a 440th Contracting Flight specialist, has signed a contract with Publish America, Inc. to publish two novels. Jansen's first book "Twin Daggers" is a fantasy novel and should be on bookshelves later this year. Her second book, "Coraka" is a science-fiction novel and was coauthored with her friend, Michelle Anne Pilkerton.

According to Jansen writing a book is no simple task. She says it is "hard to come up with vivid personalities and keep readers entertained."

Once she has ideas, she rushes to write them down before she forgets. Jansen has spent more than 10 years and many drafts working on "Twin Daggers." It has always been a dream of hers to walk into a bookstore and find her book on a shelf.

After sending her manuscript to numerous publishing companies, Publish America, Inc., offered her a publishing contract.

According to the company's Web site, Publish America, Inc. "specializes in books about, or by, people who face and overcome hardships and obstacles in life (both fictional and nonfictional), and who turn stumbling blocks into stepping stones."

Jansen is not sure if the book will be published in hard cover or paperback, but it will be available at locations such as Barnes & Noble and Amazon.com.

With the popularity of "Lord of the Rings" and science-fiction movies, Jansen hopes to one day turn her books into movies.

Jansen was an active duty member of the Air Force for five years, after which she received a bachelor's degree in English literature from the



Photo by Joann Lindner

Lori Jansen, 440th Contracting Flight, will soon be a published author. Her book, titled "Twin Daggers," should be on the shelves this year.

University of Maryland. According to Jansen, "reading and writing have always been my biggest loves." After leaving the military, Jansen was unsure what direction she wanted her life to go in.

She found that she enjoyed role-playing. Role-playing on the Internet led Jansen to begin writing short stories.

She finds creative writing to be "fun because you can make a character do or say whatever you want." A friend of hers persuaded her to take one of her short stories and turn it into a full-length novel.

Writing a novel has taught Jansen many things, but overall it has taught her how to overcome obstacles and handle rejection. Jansen says without the help and support of her friends and family writing her book would have never been possible.

440th Civilian Personnel Flight earns AFRC award

by Heidi Bultman

The 440th Civilian Personnel Flight was recently named the recipient of the AFRC 2003 Outstanding Civilian Personnel Flight.

"I am proud of the fact that AFRC recognized the accomplishments of the Civilian Personnel Flight staff in providing the highest level of service to our customers," said Mike Taylor, CPF Human resources officer.

Taylor pointed out that the 440th CPF also won this award in 1998, 2000 and 2002 and now goes on to represent the Air Force Reserve Command for the 2003 Air Force mission support awards.

The Outstanding CPF award is based on accomplishments in the following areas: program effectiveness, customer focus, quality initiatives, innovation, workforce diversity and equal employment opportunity.

Some of the 440th CPF's accomplishments included coordination of suicide prevention in the workplace training for 75 percent of civilian personnel, development of deployment briefings before an actual deployment, training of 31 supervisors in an on-site conflict management workshop and publishing seven "Diversity Works" publications focusing on women's history, African Americans, Iraqi society, racial profiling, disabilities and offensive office behavior.

Taylor went on to say, "It is a privilege to supervise such a great group of hard-working employees who are dedicated to doing whatever is necessary to meet the needs of our customers."

AFRC surprises Augustenborg with its first IM Superior Performer Award

Master Sgt. Barbara Augustenborg, 440th Communications Flight, is the recipient of Air Force Reserve Command's Information Manager Superior Performer for October and November, 2003. The award was presented to a surprised Augustenborg on Feb. 7 at Gen. Mitchell ARS.

Chief Master Sgt. Kathy Gregory, AFRC, and Lt. Col. Lee Mumford, 22nd Air Force said Augustenborg, who is the first reservist to receive this award, distinguished herself to AFRC's Inspector General during last year's UCI and staff assistance visit.

Described as "very on top of her game," Augustenborg put in extra hours at the base, taking time off from her civilian job as the head secretary for Franklin Elementary School in Manitowoc, to get the information manager program back into shape. In addition, she was cited for her positive attitude and willingness to help anyone with a smile.

"Barb has one of the most outstanding information management programs in AFRC. Plus she's got a terrific attitude, extensive job knowledge and gives everyone else credit but herself," said Gregory. "Her program is one that should be modeled throughout the Reserve."



Photo by Staff Sgt. Pat Kuminecz

New avionics slated for AFRC, ANG C-130s

by Staff Sgt. Steve Staedler

The recent announcement that Air Force Reserve Command and the Air National Guard will be the first components to modernize their fleets of C-130 Hercules cargo aircraft with new avionics comes as welcome news to the 440th Airlift Wing.

Called the Avionics Modernization Program, the conversion is scheduled to begin in 2007. The Boeing Co. is the prime contractor for the project that will eventually upgrade about 520 aircraft by the time the program is completed in 2016.

The underlying motivation behind the conversion is to bring the same avionics and commonality to all C-130 models, excluding the new J-model, so that more aircrews will be rated to fly nearly all versions of the popular 50-year old aircraft.

"What the conversion program does is make all C-130s essentially the same so that any crew can fly any C-130," said Lt. Col. Ed Whiteley, director of operations for the 95th Airlift Squadron.

The C-130 H-2 model comprises the 440th fleet. Currently an aircrew rated to fly the H-2 model cannot fly the E models, or other H models without first receiving extra training. Once the conversion program is completed, all C-130 crews

will be able to fly any C-130. Currently, the Air Force has 14 variants of five different models of the C-130: Es, H-1s, H-2s, H-3s and Js. After this upgrade to the avionics and some engine changes, there will be only two major models: C-130AMPs — converted E and H models — and C-130Js.

Whiteley said the conversion program will help alleviate some of the challenges of planning and scheduling now faced by the Air Force.

"When you look at major contingencies or exercises like we face right now overseas, it becomes an issue because you have to plan a certain number of crews and maintenance personnel per aircraft," he said. "It's a welcome change. From a planning side when I send 12 airplanes and 24 crews, all 24 of those crews can fly all 12 airplanes."

Whiteley said many other planes in the Air Force fleet, such as the C-141, C-5, C-17 and KC-10 do have common avionics, allowing any crew of those airplanes to fly virtually any other model within that aircraft family.

Upgrading the avionics involves replacing the aircraft's analog instrumentation with six digital displays and the flight management system Boeing developed for its newest version of the 737 airliner. In addition to commonality, the new avionics should allow aircrews to view pertinent

flight information more easily than the existing setups.

"You won't have to look all over the flight deck for your information, it's basically all there in one glance," said Senior Airman Jeff Jones, 95th Airlift Squadron flight engineer.

C-130H-2s from AFRC's 908th Airlift Wing, Maxwell Air Force Base, Ala., and E models from the Idaho Air National Guard's 124th Wing in Boise, will be the first installations to receive the upgraded avionics.

C-130 fast facts

- The first C-130 flew on Aug. 23, 1954
- C-130 aircraft have flown more than 20 million flight hours
- More than 900 C-130 aircraft have been built
- More than 145 C-130 aircraft were deployed in support of Operation Desert Shield and Desert Storm.

AFRC HRDC leader pays a visit

"The command's Human Resource Development Council (HRDC) is setting an example that is being recognized by the Air Force in establishing future policies and procedures (in resource management)," said Brig. Gen. Leon A. Johnson, Air Force Reserve Command's HRDC chairman.

Johnson, who serves as the director of operations, Headquarters Air Education and Training Command at Randolph AFB, Texas, was the keynote speaker at a Gen. Mitchell Air Reserve Station ceremony celebrating Black History Month during the February UTA.

Johnson stated that one of the council's major roles today lies in addressing issues presented in light of an ever-growing diverse workforce. With three simple words, "We the people," and a melting pot of "ordinary people doing extraordinary things" for our country, Johnson illustrated to an audience of wing members just how valued diversity can be in making history — our country's history.

A better representation of diversity in specific areas throughout the command is "good" but could be so much better, said Johnson. Some of the problem areas identified by the council include but are not limited to promotions, operations, commanders, and senior enlisted positions. "We (AFRC) need to change as the country's demographics change," said Johnson. "We need to work to remove the obstacles that hinder us from being a better place for us to serve our country."

The HRDC provides review and guidance by monitoring diversity, career development, recruitment, assignment processes, promotion, retention, and the associated metrics that drive performance excellence.

Health assessments due annually

Capt. Richard Nelson
440th Medical Squadron

All members of the 440th AW must complete a Reserve Component Periodic Health Assessment (RCPHA) within six months of their birth month on an **annual basis**. The RCPHA 6-month window for members with July birthdates is now open. The RCPHA physical exam consists of two parts. First, the member completes the online RCPHA Health Risk Assessment Questionnaire (HRA) as soon as possible to allow the medical squadron to review the information. Any computer can be used to complete the online HRA at the following website using Internet Explorer <https://www.wbits.afrc.af.mil>. Click on the RCPHA logo, then click on the "Questionnaire" button. To log into the questionnaire, you will need your last name, Social Security number, date of birth and date of rank. Print out the screen at the end that shows you have completed the online RCPHA HRA questionnaire

and turn it in to your unit medical liaison (UML). Secondly, at a Medical Squadron appointment, your immunizations will be updated and you will see the doctor or dentist as required.

If you have problems completing the online RCPHA HRA Questionnaire, please check with your unit UML and if they cannot help, stop by the Medical Squadron.

The RCPHA program follows a three-year pattern. It has a long physical every third year and short physicals for two consecutive years. The long physical includes a fasting cholesterol check, depending on your age. A long physical for females also includes documentation from your civilian doctor for Pap results and women 40 and over for mammogram reports. The short physical requires a completed civilian dental checkup recorded on Department of Defense civilian dental form DD-2813. If you have additional questions contact me at 414-482-6009.

Leave program benefits activated federal employees

Federal employees who are called up by a Reserve or National Guard unit to support a contingency can use special leave to supplement lost wages. They can receive their civilian income instead of military pay for 22 days if their civil service job pays more than the military.

"Although not new to the federal government, 22 days of military leave is a new entitlement for reservists and National Guard members supporting contingency operations," said Meg Keith, human resources program manager at Headquarters Air Force Reserve Command. "It's based on a much older program used to compensate employees who perform law enforcement and civil defense duties."

The military leave program went into effect Nov. 24, 2003, with the signing of the 2004 National Defense Authorization Act; however, guidance for running the program is still being worked out.

In addition to the 22 days, federal employees receive 15 days of military leave each year to train with their National Guard or Reserve unit. Under the 15-day military leave entitlement, they get to keep both their military and civilian pay. (AFRC News Service)

Information available for OIF benefits

The Veterans Administration (VA) has set up a new website for Guard and Reserve members who took part in Operations Enduring Freedom and Iraqi Freedom or supported them: <http://www.vba.va.gov/EFIF/>. The OIF and OEF VA web site is for returning active duty, National Guard and Reserve service members. The site is designed to help find information about the benefits and assistance available to eligible veterans who honorably fought and served in the armed forces.

Reserve Periodic Health Assessment

The Reserve Component Periodic Health Assessment six month window for members with July birthdates is now open. To complete the online questionnaire log onto www.wbits.afrc.af.mil. You will need to use your last name, date of birth and date of rank (DOR). The DOR can be obtained from your unit alpha roster or from the Customer Service desk in the Military Personnel Flight. Call MPF at (414) 482-5327 or 5331. Last month's Flying Badger incorrectly stated that the date of rank could be found on a reservist's leave and earning statement.

MPF reminds reservists to update Family Care Program needs

The Military Personnel Flight recently reminded reservists about the wing's Family Care program. Family Care ensures that families are cared for in the event of mobilization or deployment. MPF officials said that as an issue of readiness, it is imperative that family members are cared for during short and long-term mobility or training deployments.

Reservists were also reminded that the Air Force requires all single parents, or dual-military parents, to complete an AF Form 357 and obtain a power of attorney, which grants a temporary caregiver the authority to ensure a dependent's medical and educational welfare are taken care of. Additionally, reservists are also told to have a family care plan if they have unique family situations which may interfere with the care of family members or an individual's readiness, as determined by a reservist or unit commander.

People with questions on Family Care should contact their unit first sergeant or Master Sgt. Susan Lierman, Military Personnel Flight Customer Service, at 482-5331, Family Readiness at 482-5424, or the wing staff judge advocate at 482-5211.

HRDC meeting scheduled

The 440th AW Human Resources Development Council will meet at 10 a.m., Sunday, March in the wing headquarters auditorium. The subcommittees on Recruitment, Retention and Divers will be reporting. All wing members are invited.

Be prepared for airlift cancellations

Reservists who rely on the airlift for transportation to Gen. Mitchell ARS for the UTA should be prepared to make alternate arrangements if the airlift is cancelled at the last minute. Reservists are encouraged to find someone in their home area who drives to the UTA and make arrangements with them, so that if the airlift is cancelled, they could catch a ride to or from home.

ROA scholarships available

ROA Chapter 45 is offering two scholarships in 2004: The Samuel Keene Memorial Scholarship totaling \$1,000 (\$500 donated by the Keene family and \$500 donated by Chapter 45). ROA's Dr. Rana Health Scholarship, worth \$1,000, will be available for the first time this year. Enlisted reservists may pick up scholarship applications in their orderly rooms. For more information, contact Capt. Scott Jones at (414) 482-6455.

Newcomers

The 440th welcomes the following reservists to the wing:

SSgt. Phillip J. Sublett	440 CES
SSgt. Norman R. Ellison	440 MXS
SrA Tony M. Ronczyk	34 APS
SrA Naseim A. Morrar	440 CES
SrA Steven E. Lee	34 APS
SrA Carlos L. Herrera	34 APS
SrA Dariusz Galezowski	440 MDS
SrA Yokona S. Bell	440 LRS
A1C Jonathan C. Stevens	440 MXS
A1C Jeremy M. Kupsy	440 MXS
A1C Christopher E. Hibben	440 CF
A1C Ronald A. Hess	440 MXS
A1C Kelby W. Gensler	440 MXS
A1C Ryan T. Fitzgerald	440 CES
A1C Joshua E. Crouch	440 MXS
A1C Sarah A. Combellick	440 MDS
Amn Wayne H. Tompkins	34 APS
Amn Eddie Aponte	440 MDS

Retirements:

MSgt. Joseph Peterson	440 LGR
SMSgt. John Buetow	440 CEG

Pine Wood Derby needs track

Do you, or someone you know, have access to a Pine Wood Derby track that could be used for the 440th's Family Day Picnic Pine Wood Derby race? If so, The Flying Badger wants to hear from you. Last year's Pine Wood Derby race attracted nearly 40 racers – and a similar number is expected for this year's race. If you are interested in donating a track or other resources, and would be willing to assist Public Affairs in running this year's race, please send an e-mail to Staff Sgt. Steve Staedler, 440th Public Affairs, at sstaedler@generalmitchell.af.mil.

SATO lowers processing fee

Finance officials are reminding official travelers that the SATO processing fee charged when buying airline tickets changed from \$27.30 to \$25.99. Travelers should claim the lower fee for any official travel after Dec. 22, 2003.

W-2s available online through reservists "My-Pay" account

Reservists who are missing W-2s may want to check their "My Pay" accounts online. W-2s may be printed directly from reservists' My-Pay accounts.

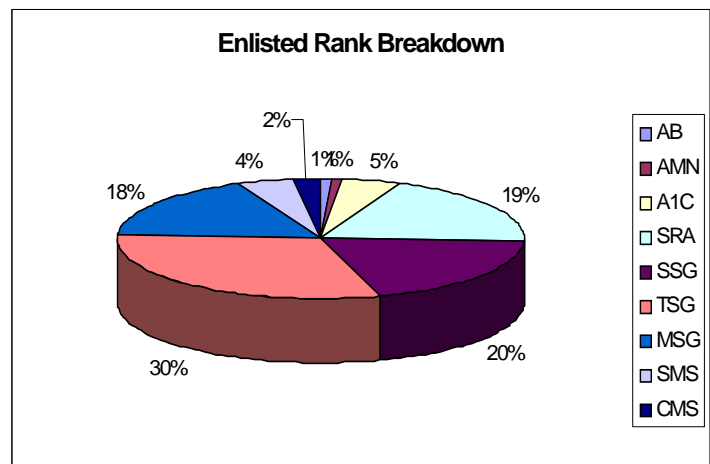
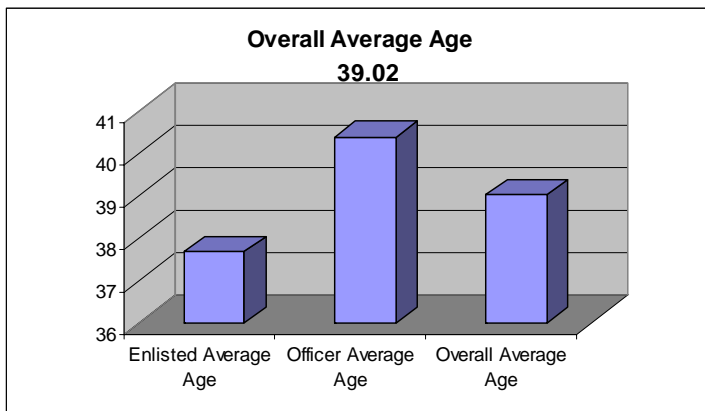
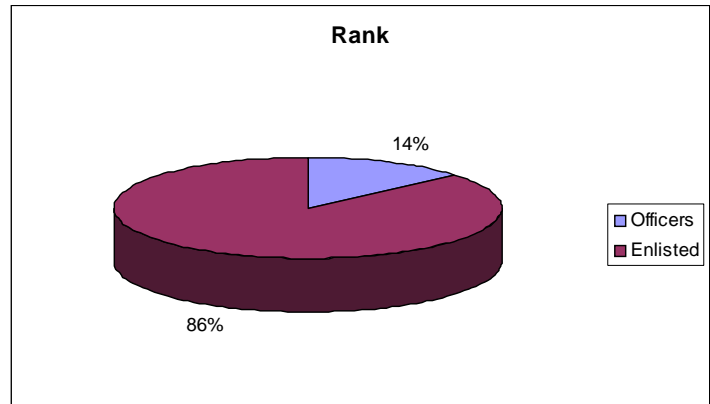
Wing demographic statistics spell diversity

The typical 440th Airlift Wing member is a 38-year-old technical sergeant who is a white, married male with one-to-two years of college, 11-to-15 years of reserve service, and Roman Catholic.

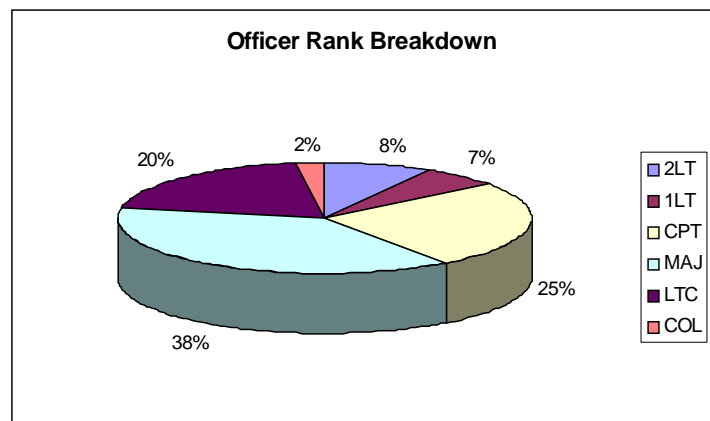
That profile emerged from demographic statistics developed from a computerized review of personnel records in mid-January. At the time, wing membership totaled 1,350 – 1,165 enlisted, 185 officers. The review considered age, gender, race, education, marital status, religious preference and rank.

The statistics had a small margin of error, according to Bob Mengert, personnel systems manager, who produced them. He noted that wing membership fluctuates on an almost daily basis and that not all categories of the study had been simultaneously updated.

The following charts and graphs speak for themselves:



Educational Levels			
Officer		Enlisted	
An Air Force Institute of Technology Medical Certification	2	High School Senior	10
Certificate	1	Less than HS Grad	5
Associates Degree	3	High School GED	6
Working Toward Bachelors	1	High School Diploma	136
Bachelors	99	12-29 Semester Hours	249
Graduate Work, No Grad. Degree	7	30-59 Semester Hours	304
Masters	52	60-89 Semester Hours	197
Doctorate	1	Associates Degree	94
First Professional Degree	14	Registered Nurse	1
Second Professional Degree	1	90+ Semester Hours	12
Third Professional Degree	1	No Bachelors Degree	136
		Bachelors	12
		Masters	2
		Doctorate	1
		None	1

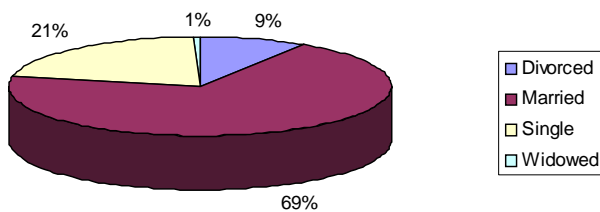


Racial/Ethnic Backgrounds			
Enlisted		Officer	
American Indian/ Alaska Native	3	Asian	1
Asian	7	Black/African American	4
Asian, Native Hawaiian/ Pacific Islander	2	Declined to respond	2
Asian, White	1	Native Hawaiian/Other Pacific Islander	1
Black/African American	106	White	175
Declined to respond	35		
Native Hawaiian/Pacific Islander, White	2		
White	1,026		

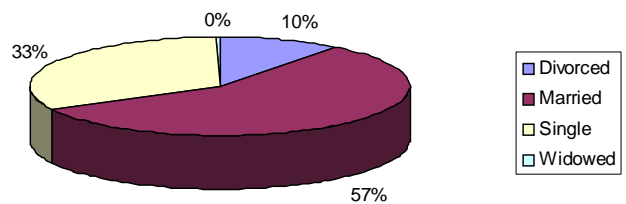
The typical 440th Airlift Wing member is a 38-year-old technical sergeant who is a white, married male with one-to-two years of college, 11-to-15 years of reserve service, and Roman Catholic.

DIVERSITY

Officer Marital Status



Enlisted Marital Status



American Baptist Churches 1
 American Baptist Convention 1
 Assemblies of God 5
 Atheist 4
 Baptist Bible Fellowship 1
 Baptist Churches, Other 70
 Baptist General Conference 2
 Bible Protestant Church 1
 Buddhism 2
 Church of Jesus Christ-Latter Day Saints 8
 Christian and Missionary Alliance 3
 Christian Church (Disciples of Christ) 3
 Christian Church-Church of Christ 1
 Christian Methodist Episcopal Church 1
 Christian Reformed Church 2
 Christian-no denominational preference 85
 Church of God in Christ 1
 Churches of Christ 1
 Congregational Methodist Church 1
 Druid 1

Religious preference

Eastern Orthodox Churches 4
 Evangelical Lutheran Church in America 5
 Evangelical Church-North America 1
 Evangelical Congregational Church 1
 Evangelical Free Church of America 1
 Free Will Baptists 1
 Greek Orthodox Church 1
 Hindu 1
 Independent Baptist Churches 1
 Independent Lutheran Churches 2
 Jewish 2
 Lutheran Church in America 2
 Lutheran Churches 186
 Lutheran Church (Missouri Synod) 14
 Methodist Protestant Church 19
 Muslim 5
 National Baptist Convention of America 1
 No religious preference 257
 Other religions 4

Pagan 1
 Pentecostal Churches 7
 Pentecostal Holiness Church 2
 Presbyterian Church (USA) 9
 Presbyterian Church in the U.S. 3
 Protestant Episcopal Church 4
 Protestant-no denominational preference 54
 Protestant-Other Churches 6
 Reformed Churches 1
 Reformed Episcopal Church 3
 Roman Catholic Church 530
 Seventh-Day Adventists 2
 Southern Baptist Convention 4
 The Evangelical Church Alliance 1
 The Wesleyan Church 1
 Unitarian Universalist Association 1
 United Church of Christ 11
 United Methodist Church 21
 United Presbyterian Ch-Evangelical Synod 1
 WICCA 1

DIVERSITY: Seeing things from a different perspective.

Some people have been willing to die for freedom of religion, others have been murdered because of their religion.

Witness the strife in Northern Ireland and the Holocaust of World War II. Many wars have been fought through the ages in

the name of religion. The Air Force considered religion in its Core Values statement: "Military professionals must remember that religious choice is a matter of individual conscience. Professionals, and especially commanders, must not take it upon themselves to change or coercively influence the religious views of subordinates." Imagine that. A standing order to commanders to not issue orders with respect to religion. That's religious freedom! Personnel records disclosed that the 440th Airlift Wing's 1,350 members cited 59 different religious preferences.

Quite a predicament in some countries, not a problem in ours: 1,350 people, many with disparate views of religion, working together in harmony on the nation's business. Diversity ... isn't it great?!

Chaplains Derek Wolter (left) and Francis Malloy.
 Capt. Wolter is a Lutheran minister; Maj. Malloy is a Catholic priest.

DIFFERENT. DISTINCT. DIVERSIFIED.

AFRC recruiting is looking for you

Air Force Reserve Command is looking for exceptional airmen and NCOs to become Reserve recruiters. Accepted applicants will serve a four-year tour and be on active duty status.

One of the main characteristics Senior Master Sgt. Bryan Lee, a Reserve recruiter at Gen. Mitchell ARS, looks for in applicants is flexibility in making a commitment to the Air Force.

"If they want to come in, it's just like being on active duty," Lee said. "Air Force needs come first."

"Some people come in saying 'they want to be a recruiter here in Milwaukee.' It may not work out that way."

Applicants must hold a rank between airman first class and master sergeant, and meet qualifications spelled out in Air Force Manual 36-2108, Air Force Instruction 36-2115 and AFRC's recruiting policy. If selected, master sergeant applicants must take a voluntary demotion to technical sergeant before beginning their active duty tour.

Lee said a prime benefit for recruiters is that they can retire after 20 years and start collecting their pension immediately.

"A lot of people, especially with the draw down in 1992, they maybe got 10-12 years in, they can get back in," he said.

Recruiters also fill out 'dream sheets' for desired tours, just as the active duty does, Lee said. There are more than 190 locations in the United States and overseas for Reserve recruiters.

With three simple words, "We the people," and a melting pot of "ordinary people doing extraordinary things" for our country, Johnson illustrated to an audience of wing members just how valued diversity can be in making history – our country's history.

Brig. Gen. Leon A. Johnson
AFRC's HRDC chairman
Related article, page 8



The 440th welcomes:



Name: Lori Stelter
Age: 22
Residence: Greenfield, Wis.
Family: Single

Employment:
440th Medical Squadron student hire
(administrative duties)

Education:
Enrolled in General Studies at
Milwaukee Area Technical College

Career goal:
Elementary school English teacher

Military commitment:

Enlisted November 2003 in 4AOX1 career field (health services management).

Recruitment rationale:

"My dad served on active duty in the Air Force and later in the Reserve with the 440th. I guess you can say I'm carrying on a family tradition. My parents are proud of me and so is everyone I work with in the Medical Squadron."

WhyAFRC?

"The education benefits are great and will definitely help me finish my degree. The recruiting process was easy and I received great service from my recruiter, Master Sgt. Robert Flores."

440th Airlift Wing
Office of Public Affairs
300 East College Avenue
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